

**JOHN R. BINAU**  
**1134 POTOMAC AVENUE**  
**HAGERSTOWN, MARYLAND 21742**  
**301 739-9017 (Home) 301-992-1959 (Days)**

## **EDUCATION**

Masters in Industrial and Labor Relations, New York State School of Industrial and Labor Relations at Cornell University, January 1977.

Bachelor of Science, Business and Finance, Mount St. Mary's College, Emmitsburg, Maryland, June 1975. Honors: Magna Cum Laude.

## **EXPERIENCE**

### **National Mediation Board**

**Arbitrator, September 1999 – present**

Serve as a neutral member of Public Law Boards and Adjustment Boards established to make final binding decisions on grievance disputes between labor organizations and railroads in the United States pursuant to Section 3 of the Railway Labor Act. Conduct oral hearings between the parties. Study positions and write decision settling the grievance. Handle cases involving dismissals, discipline and interpretation of contract provisions. Neutral Member on the following Public Law Boards: PLB 6201 UTU & CN, PLB 6317 BLE & NS, PLB 6350 New Orleans Public Belt & UTU, PLB 6754 CSX & UTU, PLB 6715 Mississippi Export & UTU, PLB 6719, 6753 and 6778 Union Pacific & UTU, PLB 6880 CSX & UTU, PLB 6925 NS & UTU, First and Third Division NRAB, SBA UTU & BN

### **A.R.J.B. Enterprises Incorporated**

**President, May 1998 – present**

Own and operate three retail businesses Perform all managerial function including purchasing, costing, accounting, marketing, human resources and government relations.

### **Norfolk Southern Corporation, Norfolk, Virginia**

**Director Labor Relations August 1992 – April 1998**

Supervised Administrative group that negotiates, interprets and administers labor agreements for clerical and dispatching employees on Norfolk Southern and its subsidiaries. Negotiated implementing agreements for consolidation and coordination of

facilities. Represented Vice President Labor Relations on national committees formulating industry's positions on wages and work rules for clerical employees including preparing and reviewing written positions before Presidential Emergency Board No. 228 and testifying in carriers behalf before PEB 228. Formulated and implemented long and short term corporate labor relations strategies for clerical and dispatching employees and negotiate local work rule changes when necessary to implement strategy. Represented Norfolk Southern on arbitration boards involving these crafts. Served on joint Management-Labor committee that evaluates clerical positions on Norfolk Southern.

**Director Labor Relations, June 1988 – August 1992:**

Represented Vice President Personnel and Labor Relations on the national negotiating committee for wages and work rules with the UTU and the BLE. Represented Norfolk Southern on the Joint Interpretation Committees provided for the UTU and BLE National Agreements. Negotiated as part of team Crew Consist Agreement that is industry standard and reduced train crew size from 3.46 to 2.3 employees. Developed and provided financial analysis of crew consist agreement and earlier proposals. Negotiated implementing agreements with operating crafts required for consolidation, coordination of facilities, or extension of operating districts made pursuant to ICC transactions or collective bargaining agreements. Directed the Department's payroll audit function in order to assure proper application of labor agreements as they relate to compensation. Analyzed agreements on other carriers for possible application and effect on Norfolk Southern.

**Assistant Director Labor Relations, January 1985 – May 1988:**

Handled the interpretation and administration of labor agreements for entire crafts on Norfolk Southern or one of its subsidiaries including engineers, conductors, trainmen and yardmen on Southern Railway (approximately 4,500 employees). Handled grievances at the final level negotiating their settlement, authorizing payment of valid claims, or submitting claims for arbitration. Approved and assisted in the preparation and presentation of cases before arbitration. Directed and trained Labor Relations Officers. Consulted and advised other department officers concerning the application of labor agreements, procedures for conducting disciplinary investigations and recommendations concerning the application of discipline. Assisted in the evaluation and formulation of proposals and the negotiation of agreements involving assigned crafts.

**Labor Relations Officer, June 1980 – December 1984:**

Studied merits, researched and prepared management's position for time claims filed under the respective agreements. Made written and oral presentations to arbitration boards. Handled to a conclusion such claims at the final level of the grievance procedure for the craft assigned. Maintained a thorough knowledge of relevant operations at the local level and provided guidance on application of current agreements and implementation of desired labor changes. Participated in joint Southern and Norfolk and

Western Management Negotiation Committee responsible for negotiating agreements at eight separate locations to implement the formation of Norfolk Southern. Prepared background data for these negotiations, wrote contract language and devised and implemented a system to merge seniority rosters at the eight locations.

**Labor Relations Officer, July 1979 – May 1980:**

Prepared written submissions and presented oral argument of Carrier's position in arbitration proceedings before Boards of Adjustment created pursuant to the Railway Labor Act. Handled medical and Eel related claims for all crafts on Southern Railway.

**Assistant Labor Relations Officer, February 1978 – June 1979:**

Prepared written responses to all time claims filed in behalf of clerical employees on Southern Railway. Prepared written submissions and presented oral argument of Carrier's position in arbitration proceedings concerning clerical employees.

**Time Inspector, June 1977 – January 1978:**

Audited payroll records of train and engine service employees to ensure compliance with applicable agreements.